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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Financing of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo

Budget performance for the period from 1 July 2012 to 30 June 2013 and proposed budget for the period from 1 July 2014 to 30 June 2015 of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2012/13	$1,343,593,000
Expenditure for 2012/13	$1,342,787,600
Unencumbered balance for 2012/13	$805,400
Appropriation for 2013/14	$1,453,358,000
Projected expenditure 2013/14[a]	$1,449,262,300
Estimated unencumbered balance for 2013/14[a]	$4,095,400
Proposal submitted by the Secretary-General for 2014/15	$1,380,028,900
Recommendation of the Advisory Committee for 2014/15	$1,376,095,400

[a] Estimates as at 28 February 2014.

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I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 51 and 65 below would entail a reduction of $3,933,500 to the proposed budget for the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) for the period from 1 July 2014 to 30 June 2015.**

2. During its consideration of the financing of MONUSCO, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 25 April 2014. The documents reviewed and those used for background by the Committee in its consideration of the financing of MONUSCO are listed at the end of the present report. The Committee's detailed comments and recommendations on the findings of the Board of Auditors on the United Nations peacekeeping operations and on cross-cutting issues related to United Nations peacekeeping operations can be found in its related reports (A/68/843 and A/68/782, respectively).

II. Budget performance report for the period from 1 July 2012 to 30 June 2013

3. By its resolution 66/269, the General Assembly appropriated an amount of $1,343,593,000 gross ($1,316,798,300 net) for the maintenance of MONUSCO for the period from 1 July 2012 to 30 June 2013. Total expenditure for the period amounted to $1,342,787,600 gross ($1,315,991,900 net), resulting in an unencumbered balance of $805,400 gross ($806,400 net), which represents, in gross terms, 0.1 per cent of the total appropriation. An analysis of the variances is provided in section IV of the budget performance report for the period from 1 July 2012 to 30 June 2013 (A/68/686 and Corr.1).

4. The Secretary-General reports an overall resource utilization rate of 99.9 per cent, reflecting the combined effect of:

(a) Higher-than-budgeted requirements under military and police personnel ($9,087,800, or 1.8 per cent), owing largely to the deployment of 2,956 additional troops for the intervention brigade (see para. 5 below) and freight costs for the deployment of their equipment, offset in part by reduced requirements for military observers ($2,329,400, or 4.8 per cent), owing to a lower actual average deployment of 708 military observers compared to the budgeted deployment of 722 military observers;

(b) Full budget utilization under civilian personnel ($312,374,100), reflecting additional requirements under national staff ($1,670,000, or 2.1 per cent) attributable to increases in the monthly rates for danger pay and higher common staff costs for the evacuation of national staff, offset by reduced requirements for international staff ($508,800, or 0.3 per cent) and United Nations Volunteers ($1,084,200 or 3.7 per cent) owing to higher actual average vacancy rates of 12.2 and 12.4 per cent against budgeted rates of 12 and 5 per cent, respectively;

(c) Lower-than-budgeted requirements under operational costs ($9,902,300, or 1.9 per cent), reflecting reduced requirements under air transportation ($23,879,600, or 9.2 per cent), owing mainly to delays in the implementation of the

airfield services contract, lower rental costs for two replacement aircraft, delays in the mobilization of fuel reserves at N'Djili airport and the lower cost of aviation fuel. The reduced requirements were offset in part by additional requirements under facilities and infrastructure ($7,449,600, or 6.5 per cent) for prefabricated facilities and accommodation equipment related to the deployment of additional military contingent personnel for the intervention brigade; information and technology ($5,194,900, or 48.5 per cent); and medical ($4,416,100, or 28.6 per cent).

5. During the reporting period, the Security Council, in its resolution 2098 (2013), decided that MONUSCO would, for an initial period of one year and within the authorized troop ceiling of 19,815, on an exceptional basis and without creating a precedent or any prejudice to the agreed principles of peacekeeping, include an intervention brigade, under the direct command of the MONUSCO Force Commander, with the responsibility of neutralizing armed groups and the objective of contributing to reducing the threat posed by armed groups to state authority and civilian security in eastern Democratic Republic of the Congo and to make space for stabilization activities. In that resolution, the Security Council also decided that MONUSCO would strengthen the presence of its military, police and civilian components in eastern Democratic Republic of the Congo and reduce, to the fullest extent possible for the implementation of its mandate, its presence in areas not affected by conflict, in particular Kinshasa and in western Democratic Republic of the Congo.

6. The Secretary-General indicates that the Mission reprioritized its resources to meet the requirements for the deployment of the additional 2,956 troops of the intervention brigade, and that the activities of the intervention brigade were not fully operational by the end of the reporting period.

7. The comments of the Advisory Committee on the information presented in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2014 to 30 June 2015.

III. Financial position and information on performance for the current period

8. The Advisory Committee was informed that, as at 19 March 2014, a total of $14,463,286,000 had been assessed on Member States in respect of MONUSCO since its inception. Payments received as at the same date amounted to $14,278,358,000, leaving an outstanding balance of $184,929,000. As at 17 March 2014, taking into account a three-month operating reserve of $250,897,000 (excluding reimbursements to troop- and police-contributing countries), the cash available to the Mission amounted to $57,903,000.

9. The Advisory Committee was also informed that payments totalling $268,591,000 had been made during 2013 for troop costs up to October 2013 and an additional payment of $73,600,985 had been made on 20 March 2014 for reimbursement of troop costs for the period from November 2013 to January 2014. As at 31 December 2013, contingent-owned equipment had been certified up to December 2013 and paid up to September 2013, leaving a balance of $61,071,000. With regard to death and disability compensation, the Committee was informed that,

as at 28 February 2014, 10 claims were pending, and that unliquidated obligations amounted to $605,000. **The Committee trusts that all outstanding claims will be settled expeditiously**.

10. The Advisory Committee was provided with information on the incumbency of MONUSCO military and civilian personnel as at 28 February 2014, as follows:

Category of personnel	*Posts authorized*[a]	*Posts encumbered*	*Vacancy rate (percentage)*
Military observers	760	732	3.7
Military contingent personnel	19 815	19 328	2.5
United Nations police	391	370	5.4
Formed police units	1 050	815	22.4
Posts			
International staff	1 077	956	11.2
National General Service	2 809	2 624	6.6
National Professional Officers	146	136	6.8
General temporary assistance			
International staff	44	32	27.3
National staff	213	193	9.4
United Nations Volunteers	636	532	16.4
Government-provided personnel	139	97	30.2

[a] Represents the highest authorized strength for the period.

11. Upon enquiry, the Advisory Committee was informed that, taking into account the 230 formed police personnel deployed to the United Nations Mission in South Sudan (UNMISS) (see para. 13 below), which remained part of the authorized police level of MONUSCO, the adjusted vacancy rate of formed police personnel would be 0.5 per cent. The Committee was also informed that the actual vacancy rate of 22.4 reflected the incumbency level of 815 formed police personnel deployed at MONUSCO as at 28 February 2014. The Committee notes that the expenditures incurred for formed police personnel in the 2013/14 financial period will reflect a vacancy rate of 0.5 per cent. The Advisory Committee further discusses inter-mission arrangements for UNMISS in its report on cross-cutting issues related to United Nations peacekeeping operations (A/68/782).

12. The Advisory Committee was also provided with information showing current and projected expenditure for the period from 1 July 2013 to 30 June 2014, with reasons for variances. Expenditure for the period as at 28 February 2014 amounted to $927,700,400 gross ($915,924,400 net) against an appropriation of $1,453,358,000 gross ($1,427,586,100 net). At the end of the current financial period, the Mission projects a total expenditure of $1,449,262,800, leaving an unencumbered balance of $4,095,400, or 0.3 per cent of the approved appropriation in the 2013/14 financial period. The unencumbered balance reflects the combined effect of lower-than-budgeted projected requirements under military and police personnel ($5,775,600, or 0.9 per cent) and operational costs ($3,557,900, or 0.7 per cent), offset in part by higher requirements ($5,238,100, or 1.7 per cent) for civilian personnel.

13. In its resolution 2132 (2013), which was adopted on 24 December 2013 in response to the rapidly deteriorating situation in South Sudan, the Security Council endorsed the Secretary-General's proposal to strengthen the capability of UNMISS, mainly through inter-mission cooperation, and authorized the appropriate transfer of troops, force enablers and multipliers from other missions, including MONUSCO, subject to the agreement of the troop-contributing countries and without prejudice to the performance of their mandates. The Advisory Committee was informed that pursuant to that resolution, MONUSCO had provided assistance to UNMISS in the following areas:

(a) Redeployment of three MI-17 aircraft in December 2013 to perform cargo resupply, troop movements, casualty and medical evacuation and search and rescue and surveillance flights, with related positioning costs in the amount of $1.2 million;

(b) Redeployment of two formed police units with 230 formed police personnel, one by air (C-130 aircraft) and the other by road, at a cost of $272,300 and $39,090, respectively (total cost of $311,390);

(c) Transfer of 48 prefabricated soft wall (new generation tents) and 4 sea containers at a total cost of $151,400.

The Advisory Committee further discusses inter-mission arrangements for UNMISS in its report on cross-cutting issues related to United Nations peacekeeping operations (A/68/782).

IV. Proposed budget for the period from 1 July 2014 to 30 June 2015

A. Mandate and planned results

14. The mandate of the Mission was established by the Security Council in its resolution 1925 (2010). The most recent extension of the mandate, to 31 March 2015, was authorized by the Council in its resolution 2098 (2013).

15. In his report on the 2014/15 proposed budget (A/68/788), the Secretary-General states that, as mandated by the Security Council in its resolution 2098 (2013), and in keeping with the Framework for Peace, Security and Cooperation for the Democratic Republic of the Congo and the region, MONUSCO will continue its reconfiguration, including the movement to the eastern part of the country and transfer of tasks to the United Nations country team or the Democratic Republic of the Congo authorities. The Mission will focus its substantive activities around three clusters, including: protection of civilians; stabilization of conflict-affected areas; and support to key reforms under the Framework for Peace, Security and Cooperation. These tasks include demining support and risk education in areas not affected by armed conflict; assistance to victims of mines and support to the Government on compliance with treaty obligations; and the implementation of the national strategic plan on mine action.

16. The Secretary-General also states that the Mission will maintain the current level of military and police personnel, including the intervention brigade. MONUSCO will continue to intensify its surveillance in areas affected by conflict through the deployment of additional unmanned aerial vehicles. Functions related to

mine action and electoral assistance will be transferred to the United Nations Mine Action Coordination Centre and the United Nations country team, respectively.

17. The Secretary-General further states that the Mission intends to support military plans to close a number of redundant company operating bases/temporary operating bases, particularly in western locations, in order to strengthen the capacity of forces in the east and to assist in the creation of "islands of stability" in areas cleared from the influence of armed groups, to support the extension of State authority, as part of the wider International Security and Stabilization Support Strategy. In this connection, the Mission proposes a change in focus of the quick-impact projects programme, which will be used in zones cleared of armed groups to provide the Mission's initial response to the stabilization needs of communities affected by violence and armed conflict in the eastern part of the country and serve as a platform for their participation in the implementation and monitoring of activities (see paras. 55-59 below). The management and implementation of the projects will be undertaken by the Office of the Deputy Special Representative of the Secretary-General (Rule of Law) and the internal Mission structures in the eastern part of the country in close cooperation with the Stabilization Support and the Disarmament, Demobilization and Reintegration Sections of the Mission. The Advisory Committee was informed that MONUSCO had already established a permanent civilian presence in Kiwanja as the first island of stability, and would replicate that model next in Masisi, Rutshuru and Walikale.

18. Upon enquiry as to the status of the transfer of tasks to the United Nations country team, the Advisory Committee was informed that a strategic capacity assessment undertaken by the Mission and the country team had determined that, while the country team had the requisite technical capacity to take up some of the Mission's tasks in the areas of coordination and capacity-building, there remained significant gaps in the funding of its activities. Following the above-mentioned assessment, a resource mobilization plan for the country team had been established and a road map developed. The Mission and the country team were already working in close cooperation, with joint projects in the areas of human rights, justice, corrections, child protection, and sexual and gender-based violence, and in support of stabilization efforts. The Mission was also working closely with the United Nations Development Programme and other agencies to refine the electoral assistance project to be implemented by the national authorities. Further details provided to the Committee on the transfer of tasks to the United Nations country team are contained in annex I to the present report. **The Committee encourages the Mission to continue to pursue its efforts to identify the tasks that could be transferred to the United Nations country team.**

Reconfiguration of the Mission

19. In paragraphs 13 and 14 of the proposed budget, the Secretary-General provides some information on the movement of the Mission's operations to the eastern part of the Democratic Republic of the Congo pursuant to Security Council resolution 2098 (2013). A total of 705 civilian personnel, comprising 269 substantive and 436 support personnel, are to be transferred from Kinshasa and other locations in the western part of the country, primarily to Goma. The presence of the Mission in the western part of the country, in areas not affected by conflict, will be reduced from eight field offices to small "antenna" field offices in six provincial capitals (Bandundu, Kananga, Kindu, Matadi, Mbandaka and Mbuji-Mayi). Each antenna field office will consist of

approximately 12 staff (10 substantive and 2 support personnel) to provide a minimum level of monitoring and reporting functions. In addition, the Mission Support Division will be restructured and reoriented to emphasize support to the operations in the eastern part of the Democratic Republic of the Congo.

20. The Advisory Committee was informed that a phased plan had been put into place for the relocation of staff from western to eastern Democratic Republic of the Congo, based on a review of the structure of the Mission. In the first phase, which was completed on 31 January 2014, a total of 156 civilian and 57 military and police personnel had been transferred from the western to the eastern part of the country. A further 549 civilian and 534 military and police personnel were expected to be transferred in the second phase, which is expected to be completed by June 2014. Upon enquiry, the Committee was provided with the following table showing the movement of personnel by phase and category of personnel:

	Number of personnel to be moved		
Category	*First phase (by 31 January 2014)*	*Second phase (by 30 June 2014)*	*Total*
Military and police personnel			
Military observers	53	99	152
Military contingent personnel	–	–	–
United Nations police	2	50	52
Formed police personnel		385	385
Government-provided personnel	2	–	2
Total military and police personnel	**57**	**534**	**591**
Civilian personnel			
International staff	120	175	295
National Professional Officers	1	27	28
National General Service staff	4	289	293
United Nations Volunteers	31	58	89
Total civilian personnel	**156**	**549**	**705**

21. **The Advisory Committee welcomes the progress reported regarding the movement of the Mission's operations to eastern Democratic Republic of the Congo, as mandated by the Security Council, in particular the development and implementation of a phased plan for the transfer of a large number of civilian staff from west to east, which constitutes a major task.**

22. **While noting that the bulk of the movements will be completed by the end of the current period, the Advisory Committee is of the view that the proposed budget provides insufficient information and explanation regarding the organizational, staffing and financial implications of such a significant change in the operations of the Mission. The Committee therefore recommends that the General Assembly request the Secretary-General to provide, in his next budget submission, a detailed presentation of the new staffing and organizational structure of the Mission, as well as an analysis of its impact on the resource requirements of the Mission (see also paras. 25 and 26 below).**

B. Resource requirements

23. The proposed budget for MONUSCO for the period 1 July 2014 to 30 June 2015 amounts to $1,380,028,900 gross ($1,354,484,100 net), representing a decrease of $73,329,100, or 5.0 per cent, in gross terms, compared with the appropriation of $1,453,358,000 for 2013/14. The proposed budget provides for the deployment of 760 military observers, 19,815 military contingent personnel, 391 United Nations police officers, 1,050 formed police personnel, 1,029 international staff (including 13 temporary positions), 2,988 national staff (including 190 temporary positions), 524 United Nations Volunteers and 139 Government-provided personnel. An analysis of variances is provided in section III of the proposed budget. The Advisory Committee discusses the issue of Government-provided personnel in its report on cross-cutting issues related to United Nations peacekeeping operations (A/68/782).

24. Upon enquiry, the Advisory Committee was provided with a summary of the recurrent and non-recurrent costs and savings resulting from the movement from western to eastern Democratic Republic of the Congo, which is attached to the present report as annex II. From the information provided, the Committee notes that non-recurrent costs in the amount of $58.6 million would be offset by estimated annual savings of $77.5 million.

25. **In paragraph 22 above, the Advisory Committee has recommended that the Secretary-General be requested to provide in his next budget submission further details and explanations on the organizational and financial implications of the movement of operations from western to eastern Democratic Republic of the Congo. In that report, the Secretary-General should include a breakdown of the one-time and recurring costs related to the establishment and operations of antenna field offices in western Democratic Republic of the Congo, including infrastructure, security and staffing costs, as well as information on the presence of the United Nations country team and the activities of the antenna field offices. The Secretary-General should also include details on the originating location/organizational units and functions of the posts and positions transferred, as well as the distribution of substantive and support personnel in Goma and other field offices and at the Mission's premises at the Regional Service Centre at Entebbe, Uganda.**

26. **In addition, the Secretary-General should provide details on the costs of the transfer of personnel and additional recurring costs for requirements such as danger pay. In this connection, the Advisory Committee recalls that in his first report on the global field support strategy (A/64/633) the Secretary-General indicated that the establishment of the Regional Service Centre at Entebbe would achieve greater levels of efficiency and effectiveness and also reduce risk exposure and improve safety and security and living conditions of civilian support staff. Accordingly, the Committee is of the view that, to the extent possible, support personnel should be located at the Regional Service Centre or the Mission's premises at Entebbe, which is a family duty station.**

1. Military and police personnel

Category	*Approved 2013/14*	*Proposed 2014/15*[a]	*Variance*
Military observers	760	760	–
Military contingent personnel	19 815	19 815	–
United Nations police	391	391	–
Formed police personnel	1 050	1 050	–

[a] Represents the highest authorized strength for the period.

27. The estimated requirements for military and police personnel for the 2014/15 period amount to $629,496,100 (gross), a decrease of $22,271,700, or 3.4 per cent, compared with the apportionment of $651,767,800 for 2013/14. The overall decrease reflects the combined effect of:

(a) Reduced requirements for military observers ($3,365,400, or 6.6 per cent) and for military contingents ($22,293,900, or 4.1 per cent), attributable to the exclusion of a provision for a supplemental payment to troop-contributing countries that was approved for the 2013/14 period only and the inclusion of the provision for 45 staff officers for the intervention brigade within the authorized strength of 760 military observers;

(b) Increased requirements for United Nations police ($1,446,000, or 6.5 per cent), owing to the application of a 6 per cent delayed deployment factor compared with 13 per cent budgeted in 2013/14;

(c) Increased requirements for formed police units ($1,941,600, or 6.9 per cent), owing to higher rotation costs and projected requirements for freight costs for the equipment of formed police units.

28. **The Advisory Committee recommends that the General Assembly approve the Secretary-General's proposals for military and police personnel.**

2. Civilian personnel

Category	*Approved 2013/14*[a]	*Proposed 2014/15*[a]	*Variance*
International staff	1 077	1 016	(61)
National General Service	2 809	2 631	(178)
National Professional Officers	146	167	21
Temporary positions[b]	257	203	(54)
United Nations Volunteers	636	524	(112)
Total	**4 925**	**4 541**	**(384)**

[a] Represents the highest level of authorized/proposed strength.
[b] Funded under general temporary assistance.

29. The estimated requirements for civilian personnel for the 2014/15 period amount to $308,094,100, representing a decrease of $5,303,500, or 1.7 per cent, compared with the apportionment of $313,397,600 for 2013/14. The overall decrease reflects the combined effect of:

(a) Additional requirements for international staff ($6,634,100, or 3.6 per cent), owing to the provision of danger pay for 536 staff and higher common staff costs based on recent expenditure patterns, offset in part by reduced requirements related to the proposed net reduction of 61 posts;

(b) Lower requirements for national staff ($1,055,700, or 1.3 per cent), owing primarily to the proposed net reduction of 157 posts and the application of a 6 per cent vacancy factor instead of the 5 per cent applied in 2013/14, offset in part by additional requirements resulting from an increase of the rate of danger pay from $398 per person-month in 2013/14 to $478 in 2014/15;

(c) Lower requirements for United Nations Volunteers ($5,168,400, or 18.2 per cent), attributable primarily to the proposed net abolishment of 112 United Nations Volunteer positions in connection with the movement of the Mission's activities to eastern Democratic Republic of the Congo;

(d) Lower requirements under general temporary assistance ($5,685,100, or 37 per cent), attributable primarily to the proposed net reduction of 31 international temporary positions, resulting from the transfer of electoral assistance functions to the United Nations country team, offset in part by additional requirements resulting from the increase in the rate of danger pay and an increase in the number of staff who would be entitled to danger pay from 123 in the current period to 167 in 2014/15 as a result of the movement of the Mission's activities to the eastern part of the country.

30. The following vacancy factors have been applied to the cost estimates for civilian personnel: 10 per cent for international staff (as compared with 13 per cent for the preceding period); 10 per cent for National Professional Officers (as compared with 14 per cent for the preceding period); and 6 per cent for national General Service staff (as compared with 5 per cent for the preceding period). For positions funded under general temporary assistance, the following factors have been applied: 10 per cent for international positions, 5 per cent for National Professional Officer positions and 1 per cent for national General Service positions (as compared with 13 per cent, 7 per cent and 15 per cent, respectively, for the preceding period). The vacancy rate applied to cost the estimates for United Nations Volunteers would remain unchanged at 7 per cent.

31. Upon enquiry, the Advisory Committee was informed that the proposed vacancy rates were lower than the actual rates, in part because they reflected the effects of the restructuring of the Mission and the abolishment of posts, which would result in lower vacancy rates even at the same incumbency levels. In addition, a number of other factors contributed to higher actual vacancy rates in the current period, including the following: (a) for United Nations Volunteers, the higher actual vacancy rate was attributable to the lower deployment of personnel occupying electoral positions; (b) for temporary international positions, the higher actual vacancy rate was attributable to the lower deployment of personnel occupying electoral positions; and (c) for temporary national General Service positions, the higher actual vacancy rate was attributable to the delayed recruitment of Community Liaison Assistants, which was now at an advanced stage.

32. The Advisory Committee was informed that, in preparing the reconfiguration of the Mission and the transfer of its activities from the western to the eastern part of the country, the Mission had conducted a thorough review of its staffing establishment and made efforts to reduce duplication, establish a leaner structure,

eliminate the regional structure in the support component, nationalize posts and assess options for outsourcing of services. This approach had allowed the Mission to reduce posts and better prepare for the civilian capacity review to be conducted at MONUSCO in 2014/15, as indicated in the overview report of the Secretary-General on peacekeeping operations (A/68/731, paras. 171-175). **The Committee has consistently emphasized the importance of using national staff, as appropriate, and of building national capacity. It encourages the Secretary-General to continue to seek opportunities for the nationalization of posts, as appropriate, in the context of the above-mentioned civilian capacity review. The Committee further discusses civilian capacity in its report on cross-cutting issues related to United Nations peacekeeping operations (A/68/782).**

33. During its consideration of the overview report (A/68/782), the Advisory Committee was informed that eight international posts (6 P-4, 1 P-3, 1 P-2) at MONUSCO had been vacant for more than 24 months (see also A/68/732). The Committee sought clarification of the reason those long-vacant posts had not been proposed for abolishment. It was informed that the Mission had decided to maintain the eight posts in question, even following the above-mentioned staffing review, because their substantive functions were considered to be crucial for the requirements of the reconfigured Mission. The Committee was further informed that MONUSCO had to compete with other francophone missions in the recruitment of qualified staff from a limited pool of francophone candidates, and that the recruitment of staff had been particularly challenging over the preceding year owing to the ongoing reconfiguration of MONUSCO. **The Committee encourages the Mission to continue its ongoing efforts to recruit more francophone staff.**

Recommendations on posts/positions

34. The Secretary-General is proposing a net reduction of 384 posts/positions, comprising 92 international posts and temporary positions (61 posts and 31 temporary positions); 180 national posts and temporary positions (157 national posts and 23 temporary positions); and 112 United Nations Volunteer positions. The net overall decrease of 384 posts and positions would result from the proposed establishment of 10 new posts and positions and the proposed abolishment of 394 posts and positions. The Secretary-General is also proposing the conversion of 23 international posts and 22 United Nations Volunteer positions to national posts (21 National Professional Officer and 24 national General Service), as well as redeployment/reassignment of 12 posts/positions. A summary of the proposed staffing changes is presented in annex III to the present report.

New posts/positions

Component 5: support

35. In the Mission Support Division a total of 10 posts and positions are proposed for establishment as follows:

(a) Six positions of Administrative Officer (United Nations Volunteer) are proposed to be established in the six antenna field offices to perform administrative tasks;

(b) Four posts of Logistics Assistant (national General Service) are proposed to be established in the Mission Support Centre under Integrated Support Services.

Abolishments

36. A total of 394 posts and positions are proposed for abolishment. Annex IV to the present report provides a summary of those 394 posts/positions by office/section/unit, level and functional title. The proposed abolishments comprise: 2 posts/positions under component 1, Security and the protection of civilians; 2 posts/positions under component 2, Stabilization of conflict-affected areas; 104 posts/positions under component 3, Support to the implementation of the Framework for Peace, Security and Cooperation; and 286 posts/positions under component 4, support.

Conversion of posts

37. A total of 23 international posts and 22 United Nations Volunteer positions are proposed to be converted to national posts (21 National Professional Officer and 24 national General Service) to allow for capacity-building of national staff.

Component 1: security and the protection of civilians

38. In the Child Protection Section one post of Child Protection Officer (P-3) is proposed to be converted to a National Professional Officer post.

Component 2: stabilization of conflict-affected areas

39. In the Civil Affairs Section two posts of Administrative Assistant (Field Service) are proposed to be converted to national General Service posts.

Component 4: support

40. A total of 41 posts/positions are proposed for conversion as follows:

(a) In the Security and Safety Section one post of Security Officer (P-3) is proposed to be converted to a National Professional Officer post, and one Security Officer (Field Service) post and four Security Officer (United Nations Volunteer) positions are proposed to be converted to national General Service posts;

(b) In the Office of the Deputy Director of Mission Support, six posts of Administrative Officer (2 P-3 and 4 Field Service) are proposed to be converted to National Professional Officer posts;

(c) In the Mission Support Centre, three Logistics Assistant (Field Service) posts are proposed to be converted to national General Service posts;

(d) In the Supply Section, one Supply Assistant (United Nations Volunteer) position is proposed to be converted to a National Professional Officer post;

(e) In the Engineering Section, four Engineering Assistant (United Nations Volunteer) positions are proposed to be converted to national General Service posts;

(f) In the Communications and Information Technology Section, 10 Information Technology Officer (United Nations Volunteer) positions are proposed to be converted to National Professional Officer posts;

(g) In the Movement Control Section, two Movement Control Assistant (Field Service) posts are proposed to be converted to National Professional Officer posts, four Movement Control Assistant (Field Service) posts are proposed to be

converted to national General Service posts and three Movement Control Assistant (United Nations Volunteer) positions are proposed to be converted to national General Service posts;

(h) In the Human Resources Section at the Regional Service Centre at Entebbe, two Human Resources Assistant (Field Service) posts are proposed to be converted to national General Service posts.

41. **The Advisory Committee recommends that the General Assembly approve the Secretary-General's proposals for civilian personnel.**

3. Operational costs

(United States dollars)

	Approved 2013/14	*Proposed 2014/15*	*Variance*
Operational costs	488 192 600	442 438 700	(45 753 900)

42. The estimated requirements for operational costs in the period 1 July 2014 to 30 June 2015 amount to $442,438,700, representing a decrease of $45,753,900, or 9.4 per cent, compared with the apportionment for 2013/14. The decrease reflects the combined effect of lower requirements under air transportation ($69,705,800, or 23.3 per cent), ground transportation ($2,791,700, or 10.1 per cent), naval transportation ($927,100, or 38.9 per cent) and official travel ($764,100, or 8.0 per cent), offset in part by additional requirements under facilities and infrastructure ($7,849,000, or 9.4 per cent), other supplies, services and equipment ($5,691,500, or 20 per cent), quick-impact projects (5,000,000, or 250 per cent), information technology ($4,355,600, or 35.5 per cent), communications ($3,990,600, or 18.9 per cent) and consultants ($1,502,600, or 24 per cent).

Air transportation

43. Estimated requirements for air transportation for the 2014/15 period amount to $229,034,200, representing a decrease of $69,705,800, or 23.3 per cent, compared with the apportionment for 2013/14. The Secretary-General indicates that the decreased requirements are attributable primarily to: (a) the closure of some airfields in Kinshasa, Kamina, Kananga and Kindu as a result of the movement of the activities of MONUSCO to the eastern part of the country; (b) the reduction in the number of aircraft from 63 (18 fixed-wing and 45 rotary-wing) in the 2013/14 period to 53 (15 fixed-wing and 38 rotary-wing) in 2014/15, resulting mainly from reconfiguration of the fleet owing to the move to the eastern part of the country, where landing capacity is limited; and (c) a projected reduction in the consumption of aviation fuel, resulting from the lower number of aircraft and from more stringent control of consumption.

44. The Secretary-General states that air transport will remain the main mode of transportation for movements of troops, cargo and civilian personnel, given the vast size of the country and the lack of roads in critical areas of the Mission. In paragraph 19 of the proposed budget, the Secretary-General indicates that, based on a comprehensive review of the Mission's fleet composition, utilization trends, flight schedules, load capacities and passenger/air cargo requirements, it has been decided that the aircraft fleet would be reconfigured and reduced by 10 aircraft (3 fixed-

wing and 7 rotary-wing) from 63 aircraft in the 2013/14 period to 53 aircraft in the 2014/15 period, in order to meet the Mission's operational requirements, particularly in the areas affected by conflict, where the majority of its military forces are based.

45. Upon enquiry, the Advisory Committee was informed that the salient conclusions of the aforementioned comprehensive review included the following: (a) the IL-76 would have limited application in the eastern part of the country, as most runways are too short or have too high an elevation, or both, whereas other aircraft, such as the C-130, are able to operate and perform better under such conditions; (b) the MI-8MT aircraft could be reduced as a result of the increase in the number of military utility helicopters; (c) the MI-17 aircraft could be reduced, as there was limited availability of such aircraft from troop-contributing countries; and (d) the MI-26 aircraft could be reduced, as the review indicated that the currently deployed aircraft were underutilized. From the information provided to it, the Committee notes that one category of aircraft was discontinued owing to technical limitations and another because of the limited availability of the aircraft. **The Committee requests the Secretary-General to provide to the General Assembly at the time of its consideration of the proposed budget for MONUSCO for 2014/15, complete information on the outcome of the comprehensive review of the Mission's fleet composition. The Committee trusts that the Secretary-General will keep the aircraft fleet of MONUSCO under review so as to ensure optimal coverage of the operational requirements of the Mission and efficient utilization of its air fleet.**

Unmanned aerial system

46. The Secretary-General indicates that MONUSCO will intensify its surveillance in areas affected by conflict through the continued implementation of the unmanned aerial system that was introduced in the 2013/14 period and the deployment of five unmanned aerial vehicles.

47. During its interaction with the representatives of the Secretary-General, the Advisory Committee was informed that the Secretariat had entered into a contract for the provision of the unmanned aerial system at an annual cost of $13.5 million. Upon enquiry, the Committee was informed that the system had been contracted with Headquarters approval, and included, in accordance with all contract approvals for a period of three years, an option to extend for a further two years, also with Headquarters approval and in accordance with all contract approvals. The multi-year contract was in line with the majority of United Nations aircraft contracts, which contain provisions for cancellation by the United Nations, without cause, with 30 days' notice and without penalty to the United Nations, subject to completion of an initial period of 90 days for positioning. The Committee was further informed that a provision of $13.9 million had been made for the unmanned aerial system in the proposed budget for 2014/15.

48. The Advisory Committee was not provided with a clear explanation for the difference of $400,000 between the cost of the contract ($13.5 million) and the budgetary provision for the unmanned aerial system ($13.9 million) in time for the issuance of the present report. **The Committee therefore requests the Secretary-General to provide explanations to the General Assembly at the time of its consideration of the Secretary-General's proposals for the financing of MONUSCO. The Committee further recommends that the General Assembly**

reduce the proposed provision for the unmanned aerial system by $400,000, should sufficient justification for the requirement not be provided.

Facilities and infrastructure

49. Estimated requirements for facilities and infrastructure for the 2014/15 period amount to $91,517,200, reflecting an increase of $7,849,000, or 9.4 per cent. The Secretary-General indicates that the additional resources would provide for: (a) construction services for improvements at the MONUSCO logistics hub and the Regional Service Centre, both at Entebbe ($3,290,500); (b) the acquisition of prefabricated facilities in connection with the movement of Mission personnel to the eastern part of the Democratic Republic of the Congo, the construction of a logistics base at Kisangani and the replacement of existing units that have exceeded their useful life ($1,944,400); (c) the acquisition of shredders and incinerators in connection with environmental initiatives ($1,952,000); (d) the provision of round-the-clock security services at the MONUSCO logistics hub at Entebbe and the new provision for security services at premises in Kikwit and in Bujumbura ($1,659,600); (e) maintenance supplies to support training camps of the Forces armées de la République démocratique du Congo ($143,000); and (f) increases in rental rates in Kinshasa, Bunia and Bukavu, based on current contractual agreements ($1,142,000).

50. In response to its request for clarification regarding the construction of a logistics base at Kisangani, referred to in paragraph 117 of the proposed budget, the Advisory Committee was informed that the Mission was not creating another logistics base in Kisangani but rather planned to relocate and replace the existing facility with a smaller local support base. That facility had been in operation for 12 years, and the landlord had decided to terminate the Mission's lease on the property.

51. From the supplementary information provided to it, the Advisory Committee notes that the proposed requirements for alteration, renovation and construction services for 2014/15 amount to $14,408,500, an increase of $3,433,500, or 31.3 per cent, compared with the apportionment of $10,975,000 for the current period. As at 28 February 2014, total expenditures for the current period amounted to $1,866,900. **Taking into account the low rate of expenditure for the current period under this budget line, which represent less than 20 per cent of the appropriation, the Committee is not convinced that the Mission has the capacity to implement the totality of the projects envisaged. It therefore recommends that the General Assembly maintain the resources for alteration, renovation and construction services at the 2013/14 level. The Committee further recommends that the General Assembly request the Secretary-General to reflect any additional resources that may be required during 2014/15 in the performance report.**[1]

[1] In its report on the proposed budget for the 2013/14 period for the United Nations Interim Security Force for Abyei, the Advisory Committee took into account the low rate of implementation of construction projects in the 2011/12 and 2012/13 periods and recommended against increasing the resources requested under construction services ($23,083,800), thereby maintaining the same level of resources as for the 2012/13 period ($10,953,800). The Committee also stated that any additional resources required in 2013/14 for construction services should be reflected in the performance report (see A/67/780/Add.18, para. 39). This was subsequently endorsed by the General Assembly in its resolution 67/270.

52. The Advisory Committee also notes from paragraph 117 of the proposed budget (see also para. 49 above) that the additional requirements under facilities and infrastructure are due in part to an increase in rental rates in Kinshasa, Bunia and Bukavu based on current contractual agreements. **The Committee recommends that the General Assembly request the Secretary-General to review the requirements for rental costs in Kinshasa in light of the reconfiguration of the Mission and the downsizing of its presence in western Democratic Republic of the Congo, and to report on this matter in the next budget submission.**

Other supplies, services and equipment

53. Estimated requirements for other supplies, services and equipment for the 2014/15 period amount to $34,154.800, reflecting an increase of $5,691,500, or 20 per cent, compared with the apportionment for 2013/14. The Secretary-General indicates that the additional requirements are attributable primarily to the implementation of short-term reinsertion projects for 5,300 combatants at an average cost of $1,500 per person. The variance is offset in part by reduced requirements for mine detection and mine-related functions resulting from the transfer of mine-related activities to the United Nations Mine Action Service.

54. Upon request for further clarification regarding those requirements, the Advisory Committee was informed that in the 2014/15 period, the Mission's role would be to assist in the disarmament and demobilization of 10 000 armed group elements and support the implementation of the disarmament, demobilization and reintegration (for eligible nationals) and disarmament, demobilization, repatriation, reintegration and resettlement (for eligible foreigners) programme. This programme comprised short-term reinsertion assistance to armed group elements, including community-based reinsertion projects. Given the lack of economic and social infrastructure in the eastern part of the country, a base unit cost of $1,500 per person was required to provide effective reinsertion support without a cash option to combatants, comprising direct operational costs for registration ($200); reinsertion packages, including professional training, psychological support and reinsertion kits ($1,100); transportation costs ($150); and medical assistance ($50). **The Committee has no objection to the Secretary-General's proposals.**

Quick-impact projects

55. Estimated requirements for quick-impact projects for the 2014/15 period amount to $5,000,000, more than doubling the apportionment of $2,000,000 in 2013/14. As indicated in paragraph 103 of the proposed budget, the number of projects would increase from 103 in 2012/13 and 92 in 2013/14 to 200 in 2014/15.

56. The Secretary-General states that the cost estimate for the 2014/15 period is based on a needs analysis with field office heads, military contingent commanders and the leadership of MONUSCO operations in the east that identified the following critical requirements: (a) improvement of community/village support and sustenance; (b) provision of equipment and/or training for income/employment-generating activities; (c) improvement of civilian-military cooperation; and (d) improvement of access to basic services, particularly in rural and remote areas, where other international actors or non-governmental organizations are not yet present. The Secretary-General also states that quick-impact projects have proven to be an effective tool in building confidence among beneficiary populations and

enhancing civilian and military coordination. In paragraph 105 of the proposed budget he provides further information on the results achieved through the implementation of quick-impact projects. **In view of the foregoing, the Advisory Committee recommends that the General Assembly approve the Secretary-General's proposals for quick-impact projects for 2014/15.** The Advisory Committee discusses quick-impact projects further in its report on cross-cutting issues related to United Nations peacekeeping operations (A/68/782, para. 213).

57. Upon request, the Advisory Committee was provided with details on the implementation status of the 103 quick-impact projects initiated in the 2012/13 period as follows: 58 projects were completed by 30 June 2013 and 45 projects were carried forward to the 2013/14 period and completed by April 2014. All of the 103 projects approved for 2012/13 had been initiated. During its interaction with the representatives of the Secretary-General, the Committee was informed that the security situation in the country had impacted the implementation of quick-impact projects during the current period. As of April 2014, of the 92 planned projects, 8 had been completed, 9 were ongoing and 62 were under review. The table below summarizes the implementation of quick-impact projects during the 2013/14 period.

Status	*Number*	*Amount (thousands of United States dollars)*	*Remark*
Completed projects	8	143.5	
Ongoing projects	9	221.6	As at 31 May 2014
Projects not yet commenced	62	1 576.3	Projects under review
Total	**79**	**1 941.4**	

58. The Advisory Committee was informed that the Mission would continue to review and update its existing standard operating procedures on the implementation of quick-impact projects to reflect best practices and requirements set out in the related policy directive, taking into account the experience gained by the United Nations Stabilization Mission in Haiti in implementing quick-impact projects at a comparable funding level. The Mission also intended to strengthen the staffing structure of the Quick-Impact Projects Unit by changing its reporting line from the Chief of Staff to the Stabilization Support Unit and ensure improved coordination with the United Nations country team and other implementing partners. Furthermore, the Mission also intended to establish a projects review committee at Mission Headquarters in Goma.

59. **The Advisory Committee is concerned by the low implementation rate of quick-impact projects in the current period. Given the new focus of the quick-impact projects programme (see para. 17 above), and taking into account the significant increase in the proposed budget and number of projects, the Committee urges the Secretary-General to put into place effective project management and organizational arrangements that will adequately support the design, selection, planning and execution phases of quick-impact projects and ensure their successful completion.**

Communications and information technology

60. Estimated requirements for communications and information technology for the period 2014/15 amount to $25,107,400 and $16,618,100, respectively, reflecting increases of $3,990,600 (18.9 per cent) and $4,355,600 (31.5 per cent) compared with the apportionment for 2013/14. The Secretary-General indicates that the additional requirements are related to, inter alia, the financing of the indirect costs of information technology services to support Umoja and other information technology systems in the field; the increased utilization of satellite/emergency communications and the establishment of a fibre-optic leased line between Kinshasa and Valencia; and the acquisition of communications and information technology equipment.

61. With regard to computer equipment, the Advisory Committee was informed that projected holdings as at 30 June 2015 showed a total number of 5,439 computing devices for 5,636 personnel and an additional 304 devices at the Internet cafe. Upon enquiry, the Committee was informed that 200 of the 304 devices were intended for national staff on a 1-to-1 basis and that the remaining 104 were required for Internet cafe services in support of the welfare of 19,815 military contingent personnel and 1,050 formed police personnel deployed in various geographical locations across the Mission. The Committee comments further on information technology, communications and Umoja-related requirements in its cross-cutting report on peacekeeping issues (ibid.).

Consultants

62. With regard to the overexpenditure of $293,500, or 182.3 per cent, incurred in the period 2012/13, the Advisory Committee was informed that, owing to operational requirements, the Regional Service Centre in Entebbe had been required to hire consultants to carry out the following studies: (a) an initial risk assessment to identify key threats and risks for the preparation of business continuity plans for the Centre; (b) an assessment of finance and human resources procedures and processes according to the Lean Six Sigma management concept for process improvement, following the transfer of finance and human resources management functions from participating missions to the Centre; and (c) the development of specifications for four engineering projects as part of back-office logistics functions. The total amount of the consultancies amounted to $380,300, comprising $278,900 for the four engineering project specifications that were fully funded by MONUSCO, and $101,400 for the Mission's share of the business continuity risk assessment study and the Lean Six Sigma process improvement assessment.

63. Estimated requirements for consultants for the period 2014/15 amount to $1,665,200, reflecting an almost tenfold increase compared with the apportionment of $162,600 for 2013/14. The Secretary-General states that the additional requirements are attributable to the inclusion of a provision for the services of 15 consultants for an average duration of six months each. The consultants were required to support institutional reform and commitments under the Peace, Security and Cooperation Framework for the Democratic Republic of the Congo and the Region, including public sector reform, public administration, public finance, decentralization and army, police and justice sector reform.

64. The Advisory Committee sought further justification for such a large resource increase under this budget line. It was informed that, through its good offices at various levels, MONUSCO would support the Government of the Democratic

Republic of the Congo in implementing, coordinating and assessing the implementation of national commitments under the Peace, Security and Cooperation Framework, with a dedicated focus on army reform, decentralization and the promotion of an inclusive political dialogue to advance structural reforms. In that context, short-term consultancy services will be required to strengthen the Government's professional civil service capacity and also provide the Mission with an opportunity to further engage with political, legislative, judicial and executive authorities across relevant government departments. The specialized consultants and experts will provide support in the areas of: decision-making processes (three consultants); advancing institutional decentralization (three consultants); the public administration reform process (three consultants); and army, police and justice reform (six consultants). They will also provide the Mission with the flexibility required to provide assistance in a timely and precise manner on very specific needs that cannot be met from within its internal resources.

65. **While recognizing the need for expertise in a range of specialized areas, the Advisory Committee is of the view that further efforts can be made to harness the existing capacity of the Mission in support of the above-mentioned activities. It therefore recommends that the General Assembly reduce the proposed requirement for consultants by $500,000.**

66. **The Advisory Committee recommends that the General Assembly approve the Secretary-General's proposals for operational costs except where indicated above.**

V. Other matters

Regional Service Centre in Entebbe

67. From the results-based-budgeting framework for the Regional Service Centre in Entebbe, the Advisory Committee notes that the functions identified for transfer to the Centre comprise: the checking-in and checking-out of field personnel; the processing of education grants; the operation of a Regional Training and Conference Centre; the operation of the Transportation and Movement-Integrated Control Centre; finance functions (aspects of field-based payroll, payments, cashier and accounts); human resources management functions (international recruitment, post management, and time and attendance); and the operation of a Regional Information and Communications Technology Service.

68. With regard to the proposed Regional Information and Communications Technology Service, the Secretary-General indicates that it is to be established as an integral part of the Regional Service Centre. He proposes the transfer of six posts from the Communications and Information Technology Section of MONUSCO to the Communications and Information Technology Service of the Regional Service Centre, comprising a Network Engineer (P-3), a Geographic Information System Officer (P-3), an Information Technology Assistant (Field Service), a Telephone Technician (Field Service), an Information Technology Assistant (United Nations Volunteer) and a Network Technician (United Nations Volunteer). **The Advisory Committee has no objection to the proposed transfer of posts to the Regional Information and Communications Technology Service. It recommends that the General Assembly request the Secretary-General to provide in his next budget submission further information on the functions of the proposed Regional**

Information and Communications Technology Service and the division of labour among the Service, the information and communications technology units of the peacekeeping missions participating in the Regional Service Centre, and the Information and Communications Technology Service at the United Nations Logistics Base at Brindisi and the facility in Valencia. The Committee comments further on information and communications technology matters and on the Regional Service Centre in Entebbe in its cross-cutting report (ibid.).

Logistics hub in Entebbe

69. As indicated in paragraph 49 above, additional resources in the amount of $3,290,500 are proposed for construction services for improvements at the MONUSCO logistics hub and the Regional Service Centre in Entebbe (see also A/68/788, para. 117). An organization chart for the logistics hub is provided in annex II.C to the proposed budget.

70. The Advisory Committee notes that the proposed budget provides only a partial view of the overall costs of the MONUSCO logistics hub, given that the related requirements are presented under individual objects of expenditure. It is of the view that there is a need for more transparent presentation of the comprehensive costs of the maintenance and operations of the logistics hub. **The Advisory Committee therefore recommends that the General Assembly request the Secretary-General to provide, in future performance reports and budget submissions of MONUSCO, consolidated information on the totality of the resources allocated to and the expenditure of the logistics hub. The expected accomplishments, indicators of achievement, outputs and functions of the logistics hub should also be reflected more clearly in the results-based frameworks, along with relevant performance targets, baseline information and benchmarks.**

71. **Furthermore, the Advisory Committee considers that the functions, organizational structure and staffing of the logistics hub should be reviewed in the light of the ongoing reconfiguration of the Mission. The review should cover all the activities of the logistics hub, including services provided to other missions.**[2] **The Committee recommends that the General Assembly request the Secretary-General to conduct such a review and to present the outcome of the review in his next budget submission.**

Outsourcing

72. With the deployment of a large number of staff to the eastern part of the country, the Secretary-General indicates that, with a view to reducing labour costs, the Mission intends to outsource, to the extent possible, logistical tasks, including those involving vehicle repair, engineering, and generator and water plant maintenance, as well as some aspects of medical services. In addition, it is proposed that in the western part of the country where the Mission is reducing and closing redundant facilities, including two level II hospitals (one in Kinshasa and one in Bunia), the remaining medical support requirements be outsourced to local health-care providers.

[2] For example, the Advisory Committee was informed that MONUSCO, through its logistics base in Entebbe, assisted UNAMID by providing: (a) access to its vehicle workshop facilities to carry out repairs; (b) local third-party vehicle insurance coverage; and (c) petrol, oil and lubricants for UNAMID vehicles deployed in Entebbe on a cost reimbursement basis.

73. Upon enquiry, the Advisory Committee was provided with specific information on the activities outsourced to date with the related average yearly costs, which included the following: (a) generator services outsourced in Goma ($258,000), Entebbe ($159,600), Kinshasa ($234,000) and mission-wide ($300,000); (b) cleaning services outsourced in Kinshasa ($660,000), Kisangani ($111,600), Kampala ($27,600), Entebbe ($152,451) and Bukavu ($436,076); (c) ground transportation in Goma ($225,000), Kisangani ($2,500), Kigali ($16,500) and Entebbe ($236,300); and (d) medical services outsourced in Goma ($40,000) and Bukavu ($20,000). The total yearly average costs of outsourced services amounted to $2,819,627. **The Advisory Committee recommends that the General Assembly request the Secretary-General to report, in his next budget submission, on the savings and efficiency gains achieved through outsourcing, as well as on improvements in the quality and effectiveness of service delivery.**

Sexual exploitation and abuse

74. Under indicator of achievement 4.1.4, the Mission targets an 8 per cent reduction in the number of cases of sexual exploitation and abuse, which would evolve from 27 cases in 2012/13 to 24 in 2013/14 and 22 in 2014/15. **While observing that the trend is pointing in the right direction, the Advisory Committee notes the continuing high number of such cases and urges the Mission to make every effort to reduce and totally eliminate their number, in line with the United Nations zero-tolerance policy against sexual exploitation and abuse.**

VI. Conclusion

75. The actions to be taken by the General Assembly in connection with the financing of MONUSCO for the period from 1 July 2012 to 30 June 2013 are indicated in paragraph 59 of the performance report (A/68/686 and Corr.1). **The Advisory Committee recommends that the unencumbered balance of $805,400 for the period from 1 July 2012 to 30 June 2013, as well as other income/adjustments in the amount of $22,598,500 for the period ended 30 June 2013, be credited to Member States.**

76. The actions to be taken by the General Assembly in connection with the financing of MONUSCO for the period from 1 July 2014 to 30 June 2015 are indicated in paragraph 125 of the proposed budget (A/68/788). **Taking into account its recommendations in paragraphs 51 and 65 above, the Advisory Committee recommends that the overall requirement proposed by the Secretary-General be reduced by $3,933,500. Accordingly, the Committee recommends that the General Assembly appropriate an amount of $1,376,095,400 for the maintenance of MONUSCO for the 12-month period from 1 July 2014 to 30 June 2015 and assess this amount at a monthly rate of $114,674,616.67 should the Security Council decide to extend the mandate of the Mission.**

Documentation

- Budget performance of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo for the period from 1 July 2012 to 30 June 2013 (A/68/686 and Corr.1)
- Budget for the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo for the period from 1 July 2014 to 30 June 2015 (A/68/788)
- Report of the Secretary-General on the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (S/2014/157)
- Report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2012 to 30 June 2013 (A/68/5 (Vol. II), chap. II)
- Report of the Advisory Committee on Administrative and Budgetary Questions on cross-cutting issues related to United Nations peacekeeping operations (A/68/782)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the budget performance for the period from 1 July 2011 to 30 June 2012 and proposed budget for the period from 1 July 2013 to 30 June 2014 of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (A/67/780/Add.6)
- General Assembly resolution 67/273
- Security Council resolutions 2098 (2013) and 2147 (2014)

Annex I

Transfer of tasks of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo to the United Nations country team

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
1. Protection of civilians						
1.1 Human rights	Human rights training, institution-building and awareness-raising for State actors, including national security forces	OHCHR	Kinshasa	1 July 2014	The task is currently being carried out by teams within the United Nations Joint Human Rights Office composed of MONUSCO staff and OHCHR staff. No bridging arrangements are therefore required in the short term	No government counterpart is involved in the transfer of this task, as its purpose is to increase the capacity of the Government to undertake it in the future In the medium and long terms, additional financial and human resources will be required by OHCHR in order to undertake the task
1.2 Children affected by armed conflict	Support of the Government in the implementation of the action plan to prevent and stop the recruitment and use of children by armed forces and groups as well as other grave child rights violations in areas not affected by armed conflict	UNICEF	Equateur, Bas-Congo	31 December 2014	All activities related to the implementation of the action plan in areas not affected by conflict will be transferred to UNICEF. A number of measures will be taken as bridging arrangements during the transfer One Child Protection Section staff member will remain in Kinshasa The assignment of Child Protection Section staff is to continue working on documentation of all cases of children separated from FARDC in "areas not affected by armed conflict" MONUSCO will ensure logistical support for the transportation of children who have been separated from FARDC back to their areas of origin	UNICEF is already working on identifying and separating children from the ranks of FARDC, reunification with families and reinsertion into society UNICEF plans include advocacy, sensitization and education of FARDC and the Congolese National Police on the rights of the child Tasks in Kinshasa that will be transferred at a later stage include: (a) the coordination of the joint technical working group; (b) advocacy before the Ministries of Justice and Defence, the National Intelligence Agency and FARDC; (c) the separation and documentation of children associated with the armed forces and armed groups; (d) strengthening of the capacities of national authorities;

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
						and (e) the mainstreaming of child protection into security sector reform The International Labour Organization is able to work on strengthening capacities on economic reintegration for UNICEF implementing agencies
1.3 Sexual violence	Coordination of national strategy on combating sexual and gender-based violence in areas not affected by armed conflict	UN-Women, UNFPA, UNICEF, UNDP, UNHCR	Kinshasa	1 July 2014	By retaining two staff of the Sexual and Gender-based Violence Unit in Kinshasa, MONUSCO will ensure a smooth transition process for the implementation for the national strategy on combating gender-based violence in support of the Ministry of Gender, the Family and Children, working with United Nations system partners, which have respective comparative advantages. Working relationships will be further defined by following the strategic capacity assessment and the regular consultations within the United Nations Transfer Working Group UN-Women, with the support of UNICEF, UNDP and UNFPA (and possibly other entities that may appear to have comparative advantages), will take over the overall supportive role for the Government of the Democratic Republic of the Congo (to implement the national strategy on combating gender-based violence)	UN-Women will take over responsibility for the activities carried out by MONUSCO at the national level in terms of: (a) supporting the Ministry of Gender, Women and Children in the implementation of periodic national-level coordination meetings for the national strategy on combating gender-based violence; (b) supporting the Ministry in strategy component coordination to ensure the effective preparation of issues to be discussed/agreed at national-level coordination meetings; (c) supporting the Ministry in revising, updating, monitoring and evaluating the national strategy; (d) supporting the Ministry in mobilizing resources in support of the Ministry; (d) providing capacity-building support and training to government counterparts; and (e) implementing the Landscape project UNICEF and UNFPA will play a supporting role with regard to these tasks at the national level. Other agencies may contribute, especially in the context of the Landscape project. The MONUSCO Sexual and

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
						Gender-based Violence Unit will be in the lead on issues specific to areas affected by armed conflict, which will be subject to a responsibility-mapping process
1.4 Mine action	Humanitarian demining Risk education for children and populations in areas not affected by armed conflict Assistance to mine/unexploded ordnance victims through medical support and socioeconomic reintegration programmes Support for the Government with a view to compliance with Anti-Personnel Mine Ban Convention obligations Support for the implementation of the national strategic plan on mine action (2011) and the transition of activities to national institutions Support for the implementation of the 2012 national capacity development plan for mine action national authorities	UNMAS, UNICEF, WHO	Bas-Congo, Bandundu, Equateur, Kasai Occidental, Kasai Orientale, Kinshasa, Maniema	1 July 2014	There are no special bridging arrangements in place for the transfer of these tasks However, since MONUSCO will continue to fund explosive ordnance disposal and ammunition management, the relevant expertise will remain within MONUSCO until June 2015. The Mine Action Section is currently the only structure able to deliver explosive ordnance disposal services in the Democratic Republic of the Congo in accordance with international standards For risk education for children and populations in areas not affected by armed conflict, UNICEF has field offices in all transfer locations and is ready to support this task as required in all transfer locations with UNMAS. UNICEF and UNMAS will coordinate in terms of the delivery and management of risk education in the Democratic Republic of the Congo For assistance to unexploded ordnance victims, UNMAS will coordinate closely with WHO until the completion of the transfer	UNMAS does not yet have funding to enable it to perform the transferred tasks. Provided funding becomes available, UNMAS will coordinate the implementation of transferred activities from its office in Kinshasa Risk education will be implemented by UNMAS and UNICEF (both depending on funding), which has field offices in all transfer locations, in collaboration with the National Ministry of Education and the national focal point for demining. The activities will include grants to implementing partners to conduct risk education, capacity-building in risk education through a technical working group with international/national non-governmental organizations, the review and production of risk education tools/materials and risk education for humanitarian staff, including those in MONUSCO In addition, UNMAS will coordinate with technical mine action teams conducting explosive ordnance disposal/demining to ensure the adequate targeting of risk education activities WHO will assume the activities related to assistance to unexploded ordnance victims,

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
						including: (a) institutional support for the Ministry of Health, including advocacy and the reinforcement of the health system, including victim assistance; (b) outbreak and disaster management monitoring of conflict consequences, including assisting victims of conflict (i.e., medical support); and (c) coordination of victim assistance through the Health Cluster and the sub-working group on disability UNMAS will carry out data collection (through the Information Management System for Mine Action) and data-sharing with WHO, and support the coordination of victim assistance though the sub-working group on disability
2. Stabilization						
2.1 Justice	Training of justice and corrections officials on criminal law and procedures, court record-keeping and management in areas not affected by armed conflict	UNDP, UNHCR, UNODC, UNICEF, OHCHR	Bandundu, Equateur, Kinshasa, Maniema	1 July 2014	The MONUSCO Justice Support Section is offering advice to the agencies in order to facilitate the transfer of this task	UNDP is the lead agency on the training of justice and corrections officials and will assume MONUSCO activities, including quality control, the organization and delivery of training, and reporting
	Participation in and support for joint justice assessment missions with national partners to evaluate justice institutions located outside provincial capitals			1 July 2014	Support for the organization of mobile courts is currently being carried out by teams within the United Nations Joint Human Rights Office composed of MONUSCO and OHCHR staff. This arrangement will continue until April 2014	Judicial mapping and monitoring is already being implemented under the lead of the Ministry of Justice, within the Justice and Rule of Law Working Group
	Judicial mapping and monitoring of the division of responsibilities of actors in the sector			1 July 2014	The prosecution support cells programme, a	All agencies provide ongoing support to mobile courts. However, in the past, MONUSCO provided all logistical and

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
	Support for organizing mobile courts in areas not affected by armed conflict			1 April 2014	European Union-funded programme jointly undertaken by UNDP and MONUSCO, will ensure the continuity of this task until 31 January 2015, when the programme ends. In addition, the Justice Support Section is offering advice to facilitate the transfer of this task. UNDP funding proposals are currently under consideration by potential donors	technical support, including special flights, helicopters, cars, armed escorts (when needed) and staff costs. The transfer and end of this support is likely to affect the implementation of these tasks
	Justice for children: ensuring that children in conflict with the law are treated according to the Congolese child protection laws (2009) and transferred to the competent judicial authority			Transfer completed		UNICEF and MONUSCO have developed a collaborative relationship under the justice system reform programme
	Multi-year joint justice support programme			1 July 2014		The multi-year joint justice support programme is a new task identified by MONUSCO for partial transfer to the United Nations country team. MONUSCO is withdrawing its participation in this UNDP-led programme in non-conflict areas, but will continue to implement the task in conflict areas
	Prosecution support cells programme			1 July 2014		The prosecution support cells programme is a new task identified by MONUSCO for transfer to the United Nations country team. This programme, which is also implemented in provinces affected by armed conflict, will move to Beni by the end of June 2014 as part of the reconfiguration of MONUSCO
2.2 Corrections	Technical advice to the Government and advocacy concerning standards and obligations of the State to ensure the rights of juveniles in detention	UNICEF, UNDP/ UNOPS	Bandundu, Bas-Congo, Equateur, Kasai Occidental, Kasai Orientale, Kinshasa, Maniema	Transfer completed	MONUSCO will be available to provide penitentiary technical advice during 2014. Two MONUSCO experts will continue to be based in Kinshasa until June 2015, to facilitate the handover of both tasks	UNICEF is integrating this task into existing activities implemented through the governance for child protection programme

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
	Rehabilitation and construction of prison infrastructures			1 July 2014		UNDP already works with MONUSCO on the capacity-building of penitentiary personnel but will need to source funding for this task, to be carried out through UNOPS, which has the necessary engineering capacity to implement it
2.3 Extraction and trade of natural resources	Monitoring mining sites in areas where State authority has been re-established; ensuring that due diligence procedures are in place to guarantee effective transparency of mineral supply chain; supporting the construction of mineral trading centres	UNDP, IOM	North Kivu, South Kivu, Maniema, Katanga, Orientale Province (Ituri)	1 July 2014	No bridging arrangements are in place In practice, activities are already transferred, but formal handover will be carried out in due course, as indicated	The Government was informed of the transfer of this task since March 2011. However, for security reasons and owing to legal/administrative issues between the titleholders and the extractive cooperatives, the mineral trading centres have still not formally been launched. In the meantime, this task will continue to be carried out by a donor-funded project of IOM through the following activities: (a) co-management of the mineral trading centres with national counterparts; (b) spot checks with the national commission against mining fraud; (c) certification and validation of other mining sites in areas affected by armed conflict and in Maniema; and (d) management of project consultants The implementation of this task will focus on North Kivu and South Kivu, where IOM has field offices ILO is able to provide technical assistance in entrepreneurship and cooperatives management

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
3. Democratic institutions/governance						
3.1 Electoral assistance	Capacity development for Independent National Electoral Commission staff in the preparation of training procedures and materials for staff recruitment, and for coordination and communications with national and international partners Technical and conceptual support for the National Data Processing Centre for the management of relevant databases, information technology procedures and software development; support for the Commission with regard to overall information technology needs and equipment in Kinshasa Capacity-building of Commission staff in external relations and legal affairs; capacity-building for INEC staff, Ministry of Justice officials and judiciary on election dispute proceedings Technical support for the Commission in preparing civic and voter education procedures and manuals and coordination of related training Technical support for the Commission for the development of operational planning tools Operational support for the Commission in developing strategies and executing logistics plans	UNDP, UN-Women, UNICEF, UNESCO, UNOPS, IOM	Bandundu, Bas-Congo, Equateur, Kasai Occidental, Kasai Orientale, Katanga, Kinshasa, Maniema, North Kivu, Orientale Province, South Kivu	Transfer ongoing	The Mission's Electoral Good Offices Support Unit within the Office of the Special Representative of the Secretary-General will continue to monitor, analyse and report on the electoral process in order to promote the Mission's good offices	UNDP has drafted a project document with inputs from UN-Women covering the transferrable tasks. Comments from donors and United Nations entities are being consolidated, and a budget is being drafted. In addition, the Independent National Electoral Commission organized a donor conference in February 2014 to determine the availability of funding, including electoral logistics, costs which are not included in the Government-funded budget of the Commission

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
3.2 Consolidation of peace and democracy	Strengthening of State authority through capacity-building for national and provincial authorities Strengthening of State authority through capacity-building for national and provincial authorities on risk analysis, conflict management and community reconciliation	UNDP, UNICEF, UN-Habitat, FAO, UNFPA, WFP, UN-Women, UNHCR, ILO	Equateur, Kasai Orientale, Maniema, Bandundu, Bas-Congo, Equateur, Kasai Occidental, Kasaï Orientale, Kinshasa, Maniema	1 July 2014	For tasks related to capacity-building with provincial and local authorities, the following arrangements are made: • Reactivation of the joint Civil Affairs/UNDP programme on local governance, provided funding becomes available, through the deployment of a national UNV within a MONUSCO antenna office • To maintain the current level and quality of activities related to risk analysis and conflict management to support community reconciliation, MONUSCO will work through its antenna presence to transfer competencies and best practices on risk analysis methodology, tools and approaches	Possible themes include local governance and development, planning, roles and responsibilities of territorial authorities, decentralization and public finance The transferred tasks include: (a) UNDP: governance programme (Equateur and Kasai Orientale) and poverty and local development programme (Maniema); (b) UNDP will collaborate with UNICEF on capacity-building of local authorities and civil servants on specific thematic topics, including birth and civil registration; (c) UNICEF will extend its intervention in areas where UNDP is not represented (Maniema, Kasai Occidental, Bandundu and Bas-Congo Provinces) to lead activities related to support for the strengthening of provincial and local development committees
	Capacity-building for civil society organizations on dialogue, women's empowerment and governance			1 July 2015	The phased transfer process and the ongoing close collaboration with United Nations agencies, UNDP in particular, the Ministry of Planning, civil society and other stakeholders is aimed at ensuring the smooth transfer of MONUSCO responsibilities with regard to civil society	The strengthening of State authority through capacity-building is a new task identified by MONUSCO for transfer to the United Nations country team. UN-Habitat will take the lead in Equateur Province and UNDP in Kasai Orientale and Maniema provinces (poverty and local development programme). The transfer will include: (a) UNDP: governance programme (Equateur and Kasai Orientale) and poverty

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
						and local development programme (Maniema); (b) UN-Habitat: programme for supporting the return and sustainable reintegration of refugees and internally displaced persons through conflict prevention and management (axis Budjala/Kungu/Sud-Ubangi/ Equateur; and (c) FAO: mitigation of risks through socioeconomic activities in Equateur Province (Kungu territory). The transfer of tasks related to a civil society database and capacity-building workshops for civil society organizations is ongoing and will be transferred by 1 July 2014. A phased transfer of the remaining tasks will occur in 2015 and beyond
Conduct and discipline	Coordination of the Inter-agency Network on Protection from Sexual Exploitation and Abuse	IOM	Kinshasa	1 July 2014	During the transitional period from January 2014 to the end of June 2014, the following bridging arrangements are being put in place: (a) training by the MONUSCO Conduct and Discipline Team of IOM staff on protection from sexual exploitation and abuse; (b) Conduct and Discipline Team training of trainers and briefing of focal points on protection from sexual exploitation and abuse (mainly IOM focal points and other agencies if needed); (c) sharing of Conduct and Discipline Team resources such as main working documents, training materials and	This is a new task identified by MONUSCO for transfer to the United Nations country team. IOM will coordinate the national network from its Kinshasa office but will also ensure regional coordination of the network from its other field offices based in Bukavu, Bunia, Goma, Kamako, Kimpese, Moanda and Kananga Specifically, under this task, IOM is taking on the coordination of the Inter-Agency Network on Protection from Sexual Exploitation and Abuse, which includes: (a) organization of regular Network meetings; (b) training and presentations on protection from sexual exploitation and abuse for the United Nations agency focal points on protection from sexual

MONUSCO goals	*Task for transfer*	*To*	*Location*	*Completion date of transfer*	*Bridging arrangements*	*Remarks on the transfer process*
					communication materials and appropriate listings (focal points on protection from sexual exploitation and abuse); and (d) weekly meetings between one Conduct and Discipline Team staff member and an IOM focal point on protection from sexual exploitation and abuse in order to support IOM in the transfer process and in the coordination of the network until the handover is complete	exploitation and abuse and other United Nations agency clients; (c) material drafting and sharing on issues related to protection from sexual exploitation and abuse; and (d) drafting of working documents and United Nations inputs to the Network for specific reports

Abbreviations: FAO, Food and Agriculture Organization of the United Nations; FARDC, Armed Forces of the Democratic Republic of the Congo; ILO, International Labour Organization; IOM, International Organization for Migration; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; OHCHR, Office of the United Nations High Commissioner for Human Rights; UNDP, United Nations Development Programme; UNESCO, United Nations Educational, Scientific and Cultural Organization; UNFPA, United Nations Population Fund; UN-Habitat, United Nations Human Settlements Programme; UNHCR, Office of the United Nations High Commissioner for Refugees; UNICEF, United Nations Children's Fund; UNMAS, United Nations Mine Action Service; UNODC, United Nations Office on Drugs and Crime; UNOPS, United Nations Office for Project Services; UNV, United Nations Volunteers; UN-Women, United Nations Entity for Gender Equality and the Empowerment of Women; WFP, World Food Programme; WHO, World Health Organization.

Annex II

Summary of recurrent and non-recurrent costs and savings resulting from the movement from western to eastern Democratic Republic of the Congo

Item	*Non-recurrent costs*		*Savings*	
	Cost	*Narrative*	*Annual*	*3 years*
A. Recurrent costs				
Staff costs	16 177 863	Recurring cost for danger and mobility pay assignment grant (one-time pay), national staff salary and independent contractor payments		
Rental of vacated premises		Closure of ONATRA, BCDC, Alcatel and Incal in Kinshasa, Gemena, Kikwit and Gbadolite	2 087 438	6 262 315
Maintenance services		Reduction in payment for cleaning services	335 941	1 007 824
		Reduction in payment for independent contractors	400 752	1 202 256
		Reduction in payment for utility bills	520 008	1 560 024
Fuel and related supplies		$4 million a year for operation and maintenance and $1.1 million in diesel for generators	5 100 000	15 300 000
Other freight charges	11 663 500	Freight for staff (personal effects), vehicles, supply engineering, communications and information technology material and equipment		
Airfield services		Reduction in payment of airfield services in the west (PAE)	9 000 000	27 000 000
B. Non-recurrent costs				
Office accommodation	9 960 000	Cost for prefabs, rubb-hall, hard-wall ablutions (exclusive of rental of new premises)		
Office furniture	756 000	Provision for additional furniture to replace damaged furniture; additional requirement for packing materials for shipment of goods		
Equipment	20 013 450	Required equipment for installations and office locations		
		The implementation of fibre-optic connectivity in eastern Democratic Republic of the Congo and Kinshasa will reduce usage of satellite transponder. In addition, the implementation of unified communications will reduce cost of telephony services	1 100 000	3 300 000
Vehicles		Non-replacement of 107 vehicles	10 131 723	10 131 723
		Savings from non-replacement of vehicles	624 570	1 873 710
Aircraft		Release of aircraft owing to the move to the east	16 299 123	48 897 369
		Reconfiguration and release of 8 additional aircraft (4 Lamas, 1 Mi-26, 1 B-737, 1 L-100 and 1 Mi17)	31 947 210	95 841 630
Total	**58 570 813**		**77 546 766**	**212 376 851**

Annex III

Proposed staffing changes for 2014/15

Office section unit	*Number*	*Level*	*Functional title*	*Post action*	*From to*
Executive direction and management					
Office of the Secretary-General and Office of the Deputy Special Representative of the Secretary-General					
Posts	+1	D-1	Head of Office	Redeployed	From heads of field and liaison offices
	+1	P-5	Senior Protection Adviser	Redeployed	From heads of field and liaison offices
	+1	P-3	Protection Officer	Redeployed	From Child Protection Section
Subtotal	**+3**				
Head of liaison and field office					
Posts	-1	D-1	Head of Office	Redeployed	To the Office of the Deputy Special Representative of the Secretary-General (Rule of Law)
	-1	P-5	Head of Office	Redeployed	To the Office of the Deputy Special Representative of the Secretary-General (Rule of Law)
Subtotal	**-2**				
Legal Affairs Section					
Posts	+1	P-3	Legal Officer	Redeployed	From the Office of the Police Commissioner
Subtotal	**+1**				
Total	**+2**				
Component 1: security and the protection of civilians					
Office of the Force Commander					
Posts	-1	D-1	Deputy Force Commander	Abolished	
Subtotal	**-1**				
Office of the Police Commissioner					
Posts	-1	P-3	Legal Officer	Redeployed	To Legal Affairs Section
Subtotal	**-1**				
Child Protection Section					
Posts	-1	P-3	Child Protection Officer	Abolished	
	-1	P-3	Child Protection Officer	Redeployed	To Office of the Deputy Special Representative of the Secretary-General (Rule of Law)

Office section unit	*Number*	*Level*	*Functional title*	*Post action*	*From to*
	-1	P-3	Child Protection Officer	Converted	To NPO
	+1	NPO	Child Protection Officer	Converted	From P-3
Subtotal	**-2**				
Total	**-4**				
Component 2: stabilization of conflict-affected areas					
Disarmament, Demobilization and Reintegration/Disarmament, Demobilization, Repatriation, Reinsertion and Resettlement Section					
Posts	-2	NGS	Driver (1), Translator (1)	Abolished	
Subtotal	**-2**				
Total	**-2**				
Component 3: support to the implementation of the Peace, Security and Cooperation Framework					
Political Affairs Division					
Posts	-2	P-3	Political Affairs Officer	Abolished	
Subtotal	**-2**				
Civil Affairs Section					
Posts	-2	FS	Administrative Assistant	Converted	
	+2	NGS	Administrative Assistant	Converted	
Subtotal	**–**				
Office of Public Information					
Posts	-2	P-3	Public Information Officer	Abolished	
	-7	NGS	Radio Producers (6), Broadcast Technology Technician (1)	Abolished	
Subtotal	**-9**				
Electoral Good Offices Support Unit (formerly Electoral Assistance Division)					
Temporary positions	-1	D-1	Head of Division	Abolished	
	-5	P-4	Electoral Officer	Abolished	
	-20	P-3	Electoral Officer	Abolished	
	-2	FS	Administrative Assistant	Abolished	

Office section unit	*Number*	*Level*	*Functional title*	*Post action*	*From to*
	-18	NGS	Administrative Assistant (1), Team Assistant (2) Driver (15)	Abolished	
	-47	UNV	Electoral Assistant (42), Logistics Assistant (4), Programme Assistant (1)	Abolished	
Subtotal	**-93**				
Total	**-104**				
Component 4: s"pport					
Conduct and Discipline Team					
Posts	-1	NGS	Translator	Abolished	
Subtotal	**-1**				
Security and Safety Section					
Posts/positions	-1	P-3	Security Officer	Converted	To NPO
	-1	FS	Security Officer	Converted	To NGS
	-4	UNV	Security Officer	Converted	To NGS
	+1	NPO	Security Officer	Converted	From P-3
	+5	NGS	Security Guard	Converted	From FS (1) and UNV (4)
Subtotal	–				
Mission Support Division					
Office of the Director of Mission Support					
Aviation Safety Unit					
Posts	-1	P-3	Aviation and Safety Officer	Abolished	
Subtotal	**-1**				
Office of the Deputy Director of Mission Support					
Contracts Management Unit					
Posts	-1	FS	Contracts Management Assistant	Reassigned	To Supply Section
Subtotal	**-1**				
Regional and Field Administrative Offices					
Posts	-1	P-5	Senior Administrative Officer	Abolished	
	-1	P-3	Administrative Officer	Abolished	

Office/section/unit	*Number*	*Level*	*Functional title*	*Post action*	*From/to*
	-2	FS	Administrative Assistant	Abolished	
	-78	NGS	Administrative Assistant (1), Language Assistant (77)	Abolished	
	+6	NPO	Administrative Officer	Converted	From P-3 (2) and FS (4)
	-2	P-3	Administrative Officer	Converted	To NPO
	-4	FS	Administrative Assistant	Converted	To NPO
	+6	UNV	Administrative Officer	New	
Subtotal	**-76**				
Administrative Services					
UNV Programme Support Unit					
Positions	-1	UNV	Administrative Officer	Abolished	
Subtotal	**-1**				
Welfare Unit					
Positions	-1	UNV	Welfare Assistant	Abolished	
Subtotal	**-1**				
Staff Counsellor Unit					
Positions	-1	UNV	Staff Counsellor	Abolished	
Subtotal	**-1**				
Integrated Mission Training Centre					
Posts	- 1	FS	Training Assistant	Abolished	
Subtotal	**- 1**				
Procurement Section					
Posts	-1	P-4	Procurement Officer	Abolished	
Subtotal	**-1**				
Medical Section					
Posts/positions	-2	P-3	Medical Officer	Abolished	
	-9	NGS	Nurse	Abolished	
	-5	UNV	Medical Officer	Abolished	
Subtotal	**-16**				

Office section unit	*Number*	*Level*	*Functional title*	*Post action*	*From to*
Finance Section					
Temporary positions	-1	P-4	Finance Officer	Abolished	Established in 2013/14 for a one-year period
	-1	P-3	Finance Officer	Abolished	Established in 2013/14 for a one-year period
	-1	FS	Finance Assistant	Abolished	Established in 2013/14 for a one-year period
Subtotal	**-3**				
Integrated Support Services					
Mission Support Centre (Joint Logistics Operations Centre)					
Posts/positions	-3	FS	Logistics Assistant	Converted	To NGS
	+3	NGS	Logistics Assistant	Converted	From FS
	+4	NGS	Logistics Assistant	New	
	-2	UNV	Logistics Assistant	Abolished	
Subtotal	**+2**				
Supply Section					
Posts/positions	-2	P-3	Supply Officer	Abolished	
	-6	NGS	Supply Assistant	Abolished	
	-13	UNV	Supply Assistant	Abolished	
	+1	FS	Supply Assistant	Reassigned	From Contracts Management Unit
	-1	UNV	Supply Assistant	Converted	To NPO
	+1	NPO	Supply Officer	Converted	From UNV
Subtotal	**- 20**				
Engineering Section					
Posts/positions	-4	FS	Engineering Technician (3), Facilities Management Officer (1)	Abolished	
	-41	NGS	Mechanic	Abolished	
	-4	UNV	Engineering Assistant	Converted	To NGS
	+4	NGS	Engineering Assistant	Converted	From UNV
Subtotal	**-45**				
Geographic Information System Cell					
Posts	-1	P-2	Associate GIS Officer	Abolished	Functions to be transferred to the Global Service Centre
Subtotal	**-1**				

Office section unit	*Number*	*Level*	*Functional title*	*Post action*	*From to*
Aviation Section					
Posts/positions	-1	P-3	Air Operations Officer	Abolished	
	-1	P-2	Associate Air Operations Officer	Abolished	
	-2	FS	Air Operations Assistant	Abolished	
	-11	NGS	Air Operations Assistant	Abolished	
	-8	UNV	Air Operations Assistant	Abolished	
Subtotal	**-23**				
Facilities/Camp Management Services Unit					
Posts	-4	NGS	Team Assistant	Abolished	
Subtotal	**-4**				
Communications and Information Technology Section					
Posts/positions	-1	P-3	Information Technology Officer	Abolished	
	-3	FS	Telecommunications Technician	Abolished	
	-8	NGS	Telecommunications Assistant (4), Mail Assistant (4)	Abolished	
	+10	NPO	Information Technology Technician (5), Telecommunications Technician (5)	Converted	From UNV
	-2	P-3	1 Network Engineer, 1 GIS Officer	Reassigned	To Regional Service Centre, Entebbe
	-2	FS	1 IT Assistant, 1 Telephone Technician	Reassigned	To Regional Service Centre, Entebbe
	-2	UNV	1 IT Assistant, 1 Network Technician	Reassigned	To Regional Service Centre, Entebbe
	-10	UNV	IT Assistant	Abolished	
	-10	UNV	Information Technology Officer	Converted	To NPO
Subtotal	**-28**				
Temporary positions	-5	NGS	Radio Technician	Abolished	
Subtotal	**-5**				

Office section unit	*Number*	*Level*	*Functional title*	*Post action*	*From to*
Contingent-Owned Equipment and Property Management Section					
Posts	-2	FS	Receiving and Inspection Assistant	Abolished	
	-2	NGS	Receiving and Inspection Assistant	Abolished	
	+1	FS	Contingent-Owned Equipment and Property Management Assistant	Reassigned	From Movement Control Section
Subtotal	**-3**				
Movement Control Section					
Posts/positions	-1	P-3	Movement Control Officer	Abolished	
	-3	FS	Movement Control Officer (1), Movement Control Assistant (2)	Abolished	
	-13	NGS	Movement Control Assistant	Abolished	
	-3	UNV	Movement Control Assistant	Abolished	
	-1	FS	Movement Control Assistant	Reassigned	To Contingent-Owned Equipment and Property Management Section
	-6	FS	Movement Control Assistant	Converted	To NPO/NGS
	-3	UNV	Movement Control Assistant	Converted	To NGS
	+2	NPO	Movement Control Officer	Converted	From FS
	+7	NGS	Movement Control Assistant	Converted	From FS/UNV
Subtotal	**-21**				
Transport Section					
Posts/positions	-2	FS	Transport Officer	Abolished	
	-24	NGS	Mechanic	Abolished	
	-5	UNV	Transport Assistant	Abolished	
Subtotal	**-31**				
Total	**-282**				

Office section unit	*Number*	*Level*	*Functional title*	*Post action*	*From to*
Regional Service Centre, Entebbe					
Communications and Information Technology Section					
Posts/positions	+2	P-3	1 Network Engineer, 1 GIS Officer	Reassigned	From MONUSCO
	+2	FS	1 IT Assistant, 1 Telephone Technician	Reassigned	From MONUSCO
	+2	UNV	1 IT Assistant, 1 Network Technician	Reassigned	From MONUSCO
Subtotal	**+6**				
Finance Section					
Posts	-1	FS	Finance Assistant	Converted	To NGS
	+1	NGS	Finance Assistant	Converted	From FS
Subtotal	–				
Human Resources Section					
Posts	-2	FS	Human Resources Assistant	Converted	To NGS
	+2	NGS	Human Resources Assistant	Converted	From FS
Subtotal	–				
Total	**+6**				
International posts	-61				
National posts	-157				
United Nations Volunteers positions					
Regular	-65				
Temporary	-47				
Temporary positions					
International	-31				
National	-23				
Grand total	**-384**				

Abbreviations: FS, Field Service; GIS, Geographic Information System; IT, Information Technology; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; NGS, national General Service; NPO, National Professional Officer; UNV, United Nations Volunteer.

Annex IV

Posts proposed for abolishment

Office section unit	*Number*	*Level*	*Functional title*
Office of the Force Commander	-1	D-1	Deputy Force Commander
Child Protection Section	-1	P-3	Child Protection Officer
Disarmament, Demobilization and Reintegration/Disarmament, Demobilization, Repatriation, Reinsertion and Resettlement Section	-2	NGS	Driver (1), Translator (1)
Political Affairs Division	-2	P-3	Political Affairs Officer
Office of Public Information	-2	P-3	Public Information Officer
	-7	NGS	Radio Producer (6), Broadcast Technology Technician (1)
Electoral Good Offices Support Unit (formerly Electoral Assistance Division)	-1	D-1	Head of Division
	-5	P-4	Electoral Officer
	-20	P-3	Electoral Officer
	-2	FS	Administrative Assistant
	-18	NGS	Administrative Assistant (1), Team Assistant (2) Driver (15)
	-47	UNV	Electoral Assistant (42), Logistics Assistant (4), Programme Assistant (1)
Conduct and Discipline Team	-1	NGS	Translator
Aviation Safety Unit	-1	P-3	Aviation and Safety Officer
Regional and field administrative offices	-1	P-5	Senior Administrative Officer
	-1	P-3	Administrative Officer
	-2	FS	Administrative Assistant
	-78	NGS	Administrative Assistant (1), Language Assistant (77)
UNV Programme Support Unit	-1	UNV	Administrative Officer
Welfare Unit	-1	UNV	Welfare Assistant
Staff Counsellor Unit	-1	UNV	Staff Counsellor
Integrated Mission Training Centre	-1	FS	Training Assistant
Procurement Section	-1	P-4	Procurement Officer
Medical Section	-2	P-3	Medical Officer
	-9	NGS	Nurse
	-5	UNV	Medical Officer
Finance Section	-1	P-4	Finance Officer
	-1	P-3	Finance Officer
	-1	FS	Finance Assistant
Mission Support Centre (Joint Logistics Operations Centre)	-2	UNV	Logistics Assistant

Office section unit	*Number*	*Level*	*Functional title*
Supply Section	-2	P-3	Supply Officer
	-6	NGS	Supply Assistant
	-13	UNV	Supply Assistant
Engineering Section	-4	FS	Engineering Technician (3), Facilities Management Officer (1)
	-41	NGS	Mechanic
Geographic Information System Cell	-1	P-2	Associate GIS Officer
Aviation Section	-1	P-3	Air Operations Officer
	-1	P-2	Associate Air Operations Officer
	-2	FS	Air Operations Assistant
	-11	NGS	Air Operations Assistant
	-8	UNV	Air Operations Assistant
Facilities/Camp Management Services Unit	-4	NGS	Team Assistant
Communications and Information Technology Section	-1	P-3	Information Technology Officer
	-3	FS	Telecommunications Technician
	-8	NGS	Telecommunications Assistant (4), Mail Assistant (4)
	-10	UNV	IT Assistant
	-5	NGS	Radio Technician
Contingent-Owned Equipment and Property Management Section	-2	FS	Receiving and Inspection Assistant
	-2	NGS	Receiving and Inspection Assistant (1) Property Disposal Assistant (1)
Movement Control Section	-1	P-3	Movement Control Officer
	-3	FS	Movement Control Officer (1), Movement Control Assistant (2)
	-13	NGS	Movement Control Assistant
	-3	UNV	Movement Control Assistant
Transport Section	-2	FS	Transport Officer
	-24	NGS	Mechanic
	-5	UNV	Transport Assistant
Total	**-394**		

Abbreviations: FS, Field Service; GIS, Geographic Information System; IT, Information Technology; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; NGS, national General Service; NPO, National Professional Officer; UNV, United Nations Volunteer.